



The Influence of Level of Education, Training and Work Discipline on the Performance of Forestry Officials in Makassar

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ABSTRACT

This study aims to determine the partial and simultaneous effect of the level of education, training, and work discipline partially affecting the performance of employees in the Makassar Forestry Service. To determine the level of education, training, work discipline on the performance of employees in the Makassar Forestry Service. This study uses a quantitative approach. Data analysis techniques in this study used validity tests, reliability tests, multiple linear regression analysis, partial tests, and simultaneous tests. From the results of the validity test, the data shows valid with the R-count greater than the R-table. Based on the multiple linear regression analysis the results of the analysis are: $Y = 42.460 + 0.050X_1 + 0.830X_2 + 0.857X_3$. It is known that the level of education, training and work discipline has a partial effect on the performance of forestry service employees in Makassar. Where each variable t-count value is greater than t-table, education level ($2.362 > 1.699$), training ($1.974 > 1.699$), work discipline ($2.232 > 1.699$) and simultaneous test scores show f-count greater than f - table ($2.986 > 2.96$). This means that the level of education, training, and work discipline simultaneously affect the performance of forestry service employees in Makassar.

Keywords: *Employee Performance, Training, Work Discipline*

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INTRODUCTION

The company wants a quality and productive workforce so that the company can progress quickly and be able to compete in the era of free competition (Abbasimehr dkk., 2020). The company takes several steps to improve employee performance, one of the steps taken by the company is with a training program (Hernauss dkk., 2019). This gap is a difference between the actual actors of the employees which include, skills and attitudes with the employee behavior that is expected by the company to complete various tasks or jobs assigned to employees (Domingo & Perales, 2019), so as to overcome the gap in individual competence, the company implements a training program.

Education and training can be interpreted as a teaching and learning process using certain techniques or methods (Robertson dkk., 2021), in order to improve the skills of a person or group of people in handling tasks and functions through systematic and organized procedures that take place in a relatively short period of time (Dror dkk., 2020). According to Article 1 paragraph (9) of Law no. 13 of 2003 concerning employment states that job education and training are all activities to provide, obtain, improve, and develop work competence, productivity, discipline, attitude, and work ethic at a certain skill and expertise level in accordance with the level and qualifications of the position and job.

Education and training are efforts to develop human resources (HR), especially to develop intellectual abilities and human personality (Key dkk., 2020). The human resources (HR) highlighted in this study are civil servant human resources at the forestry service in Makassar because of their role in increasing production (Deschênes dkk., 2021). productivity and quality of forestry products as employees who work in government agencies forestry service employees in Makassar (Karolidis & Vouzas, 2019), must be able to carry out their duties with full responsibility and discipline. Performance improvement is carried out by individuals who are dynamic (Grossman dkk., 2019), creative and open, but still critical and responsive to new ideas and changes (Mastracci & Adams, 2019). Within the Makassar forestry service office, the role of employees is very important (Carter & Rossi, 2019), both individually and in groups. Improving employee performance is generally driven by promotions, promotions, promotions, initiatives, creativity (Martin dkk., 2022), rewards and others. The process of environmental management must be supported by appropriate human resources, which are expected through education, training and coaching will produce employees with characteristics and attitudes and have responsiveness, initiative and creativity, as well as high work productivity.

Education is used to prepare employees to assume different or higher responsibilities within the organization (Abbass dkk., 2022). The education carried out by the organization is related to increasing intellectual abilities to carry out different and higher responsibilities (Qiu dkk., 2021). Employees who have a higher level of education will have better emotional maturity and intellectual abilities than employees who only have low education (Soled dkk., 2020). While training is an activity

programmed to improve skills, experience, knowledge, or discuss individual attitudes. Training activities are more geared towards short-term fulfillment of operational tasks. The expected output from the training is the creation of trained human resources so that they are able to carry out short-term operational tasks better (Tashman dkk., 2019). Employees who do not receive training will learn longer in carrying out operational tasks that have never been carried out. Likewise, employees who do not receive training will find it relatively more difficult to complete operational tasks more effectively because there is no update on technical skills in completing work (Rossi dkk., 2021). Loss of discipline will affect work efficiency and effectiveness of work tasks. With discipline it is hoped that the work will be carried out as effectively as possible (Maves dkk., 2020). If discipline cannot be upheld, it is possible that the goals that have been set cannot be achieved effectively and efficiently.

This it is clear, that the level of education, training and work discipline has an important role for agencies because it will affect performance within the agency (Tian dkk., 2019). The Forestry Service is a government agency located in Makassar (Ferentinos, 2018). The main task of the service in carrying out government affairs is to help the community and increase production and productivity, especially in forestry products (H. Li & Wu, 2019). As a government agency that aims to increase forestry yields and optimize the use of natural resources (Eysenbach, 2020). For this reason, it is necessary to increase the performance of employees. As with other offices. To achieve the goal, the leadership as the controller strives to improve employee performance.

LITERATURE REVIEW

Education is transferring values, knowledge, experience and skills to the younger generation as an effort of the older generation in preparing the next generation's life functions, both physically and spiritually (Xu dkk., 2019). According to Trahati, education is an activity carried out by humans consciously and programmed in order to build a good personality and develop the abilities or talents that exist in individual humans in order to achieve certain goals or targets in life (Y. Li dkk., 2020). According to Ahmad in Hasbullah Education is conscious guidance or leadership by educators on the physical and spiritual development of the educated towards the formation of the main personality.

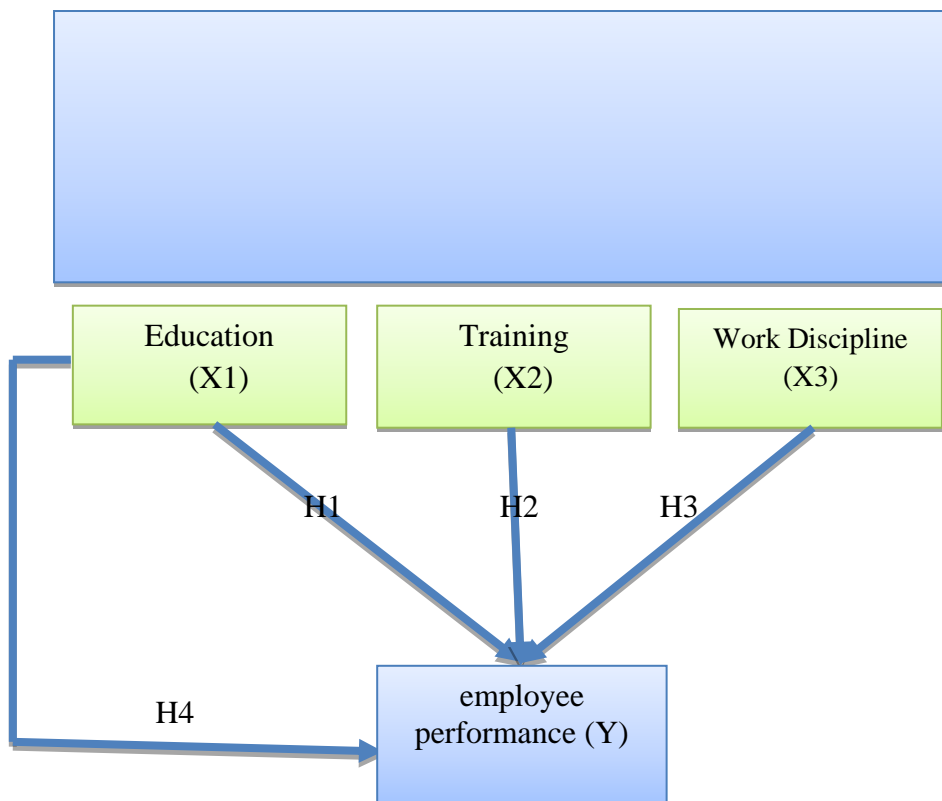
Training is a series of individual activities in systematically increasing skills and knowledge so that they are able to have professional performance in their field (M. Li dkk., 2020). Training is a learning process that allows employees to carry out current work according to standards (Erdoğan dkk., 2020). According to Rivai and Sagala, training is a process of systematically changing employee behavior to achieve organizational goals. Training relates to the skills and abilities of employees to carry out the current job.

Work discipline is a tool used by leaders to communicate with employees so that they are willing to change a behavior as well as an effort to increase harmony and one's willingness to comply with all applicable office regulations and social norms.

According to Mangkunegara (Wang dkk., 2020), work discipline is defined as the implementation of management to reinforce organizational guidelines. Sometimes, the behavior of workers in the organization becomes so disruptive that it results in decreased performance (Sim & Waterfield, 2019). Therefore, discipline is needed in such conditions. In organizations, there are still many employees who are late, ignore safety procedures (Bjornson & Sanguinetti, 2020), do not follow predetermined instructions or get into trouble with their co-workers (Kumar dkk., 2021). According to Lateiner in Sutrisno, discipline is a management action to encourage members of the organization to meet the demands of these various provisions. Without good discipline, it is difficult for organizations to achieve optimal results.

The definition of performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Meng & Karniadakis, 2020). According to Wirawan in Abdullah performance is an abbreviation of the kinetics of work energy whose equivalent in English is performance, performance is the output produced by the functions or indicators of a job or a profession within a certain time (Gollakota dkk., 2019). Nawawi in Widodo performance is the result of a job that has been done, either in the form of physical or material or non-physical or non-material (Duan dkk., 2019). According to Simanjuntak in Widodo performance is the level of achievement of results for certain tasks carried out (Hu dkk., 2020). Simanjuntak also defines individual performance as the level of attainment or results of a person's work of goals to be achieved or tasks to be carried out within a certain period of time.

CONCEPTUAL FRAMEWORK



RESEARCH RESULT

Deskription of Research Respondents

Characteristics of respondents based on gender, The grouping of respondents in this study was intended to determine the proportion of male and female gender groups. The following explanation can be seen in the table below.

Table 1. Description of respondents by gender

Gender	Frequency	Percentage (%)
Man	14	45,2
Woman	17	54,8
Total	31	100

Source: Primary data processed, 2023

Based on table one above, it shows that the number of Makassar city forestry service employees for male sex types is 14 people with a percentage (45.2%), and those who are female are 17 people with a percentage (54.8%).

Deskription of Respondents based on education

Table 2. Description of respondents based on education

Education	Frequency	Percentage (%)
Junior high school	-	-
Senior High School	10	32,3
Bachelor degree	12	38,7
Magister	9	29
Total	31	100

Source: Primary data processed, 2023

Based on table two above, it shows that the number of Makassar city forestry service employees for senior high school education is 10 people with a percentage (32.3%), those with undergraduate education are 12 people with a percentage (38.7%) and those with master's education are as many as 9 people with a percentage (29%).

Description of respondents based on class/graduate room

Table 3. Description of respondents based on class/graduation room

End group/room	Frequency	Percentage (%)
II/C	4	13
II/D	3	9,7
III/A	2	6,4
III/B	3	9,7
III/C	15	48,4
III/D	1	3,2
IV/A	1	3,2
IV/B	1	3,2
IV/D	1	3,2
Total	31	100

Source: Primary data processed, 2023

Based on table 3 above, it shows that, forestry service employees in Makassar city, class/graduate room for II/C is 4 people with a percentage (13%), II/D is 3 people with a percentage (9.7), III/A is 2 people with a percentage (6.4%), III/B as many as 3 people with a percentage (9.7%), III/C as many as 15 people with a percentage (48.4%), III/D, IV/A, IV /B, IV/D with the number of 1 person each and the percentage of each (3.2%).

Description of respondents based on Salary

Table 4. Description of respondents based on salary

Wages	Frequency	Percentage (%)
< 2 milion	-	-
2-3 milion	-	-
4-5 milion	11	35,5
6-7 milion	19	61,3
> 7 milion	1	3,2
Total	31	100

Source: Primary data processed, 2023

Based on table 4 above, it shows that, the salary data for forestry service employees in Makassar City are employees with a salary of 4-5 million as many as 11 people with a percentage (35.5%), for employees with a salary of 6-7 million as many as 19 people with a percentage (61 .3%), and employees whose salary is above 7 million is 1 person with a percentage (3.2%).

Test Instruments

Table 5. Validity Test

Variable	Items	R-count	R-table	Information
Education (X1)	X1.1	0,749	0,355	Valid
	X1.2	0,508	0,355	Valid
	X1.3	0,667	0,355	Valid
	X1.4	0,673	0,355	Valid
	X1.5	0,503	0,355	Valid
	X1.6	0,518	0,355	Valid
	X1.7	0,723	0,355	Valid
Training (X2)	X2.1	0,397	0,355	Valid
	X2.2	0,395	0,355	Valid
	X2.3	0,614	0,355	Valid
	X2.4	0,512	0,355	Valid
	X2.5	0,466	0,355	Valid
	X2.6	0,527	0,355	Valid
	X3.1	0,424	0,355	Valid
Work discipline (X3)	X3.2	0,560	0,355	Valid
	X3.3	0,405	0,355	Valid
	X3.4	0,605	0,355	Valid
	X3.5	0,378	0,355	Valid
	Y1	0,511	0,355	Valid
	Y2	0,431	0,355	Valid
	Y3	0,648	0,355	Valid
	Y4	0,528	0,355	Valid
	Y5	0,352	0,355	Valid

Employee Performance (Y)	Y6	0,419	0,355	Valid
	Y7	0,760	0,355	Valid
	Y8	0,380	0,355	Valid
	Y9	0,384	0,355	Valid

Source: SPSS Output Results, 2023

Based on the results of the validity test that has been carried out, it is known that all of the questionnaire items used to collect data are all valid, so in collecting research data all questionnaire items can be used to collect data.

**Table 6 Reliability Test
Reliability Statistics**

Cronbach's Alpha	of Items
543	1

Based on the table above, it shows that the results of the reliability test are greater than the standard reliability, which is 0.60. This means that the data is reliable.

Multiple Linear Regression Analysis

Table 7. Multiple Linear Regression Analysis

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	T	
(Constant)	42.460	13.809		3.075	.005
T. Education	.050	.309	.028	2.362	.002
Training	.830	.420	.352	1.974	.009
D. work	.857	.384	.405	2.232	.004

a. Dependent Variable: K. Employee

Source: SPSS Output Results, 2023

From the results of the calculations in the table above, a multiple linear regression equation can be made as follows:

$$Y = \alpha + b_1x_1 + b_2x_2 + b_3x_3$$

$$Y = 42,460 + 0,050X_1 + 0,830X_2 + 0,857X_3$$

The model can be interpreted as follows:

- Constant (α), a constant value of 42.460, this shows that if the value of the variable Level of Education, Training, Work Discipline is constant, then the Employee Performance variable is 42.460 units.
- The regression coefficient X_1 (Educational Level) is obtained at 0.050 units. this shows that there is a direct relationship between the variables of Education Level and Employee Performance, namely: when the Education Level increases by 1 unit, the amount of Employee Performance will increase by 0.050 units assuming that other variables are constant or do not experience an increase. Vice versa if the level of education decreases by 1 unit, then the amount of employee performance will decrease by 0.050 units assuming that other variables are constant or do not experience an increase.
- The regression coefficient X_2 (Training) is obtained at 0.830 units. this shows that there is a unidirectional relationship between training variables and employee performance, namely: when training increases by 1 unit, the amount of employee performance will increase by 0.830 units assuming that other variables are constant or do not experience an increase. Vice versa if training

decreases by 1 unit, then the amount of employee performance will decrease by 0.830 units assuming that other variables are constant or do not experience an increase.

- d. The regression coefficient X3 (Work Discipline) is 0.857 units. this shows that there is a direct relationship between the variables of work discipline and employee performance, namely: when work discipline increases by 1 unit, the amount of employee performance will increase by 0.857 units assuming that other variables are constant or do not experience an increase. Vice versa if work discipline decreases by 1 unit, then the amount of employee performance will decrease by 0.857 units assuming that other variables are constant or do not experience an increase.

Hypothesis Testing Partial Test (t-test)

Table 8. Partial Test

Model	T	Sig.
1 (Constant)	3.075	.005
T.Education	2.362	.002
Training	1.974	.009
D. work	2.232	.004

a. Dependent Variable: K. Employee

Source: SPSS Output Results, 2023

Berdasarkan tabel diatas, diketahui bahwa nilai t-hitung untuk Tingkat Pendidikan sebesar 2,362 dengan nilai signifikansi (Sig.) 0,002, Pelatihan nilai t-hitung sebesar 1,974 dengan nilai signifikansi (Sig.) 0,009, Disiplin Kerja nilai t-hitung sebesar 2,232 dengan nilai signifikansi (Sig.) 0,004. Hal ini menunjukkan bahwa masing-masing variabel nilai t-hitung lebih besar dari t-tabel, yaitu Tingkat Pendidikan ($2,362 > 1,699$) dan nilai signifikansi (0,002) lebih kecil dari taraf signifikansi ($0,002 < 0,05$), Pelatihan ($1,974 > 1,699$) dan nilai signifikansi (0,009) lebih kecil dari taraf signifikansi ($0,009 < 0,05$), dan Disiplin Kerja ($2,232 > 1,699$) dan nilai signifikansi lebih kecil dari taraf signifikansi ($0,004 < 0,05$). Maka dapat disimpulkan bahwa Hipotesis statistik awal (H_0) ditolak dan hipotesis statistik alternatif (H_a) diterima artinya Tingkat Pendidikan, Pelatihan, Disiplin Kerja berpengaruh signifikan terhadap Kinerja Pegawai Di Kantor Dinas Kehutanan Kota Makassar.

Simultaneous Test (f-test)

Table 13. Simultaneous Test

ANOVA ^a						
Model	Sum of Squares	Df	Mean Square	F	Sig.	
1 Regression	45.225	3	15.075	2.986	.096b	
Residual	173.872	27	6.440			
Total	219.097	30				

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Level of Education, Training

Source: SPSS Output Results, 2023

Based on the table above, it can be concluded that the significant value is 0.096 < 0.05 and F-count $2.986 > 2.96$ F-table, so that there is a simultaneous effect of the

variables Level of Education (X1), Training (X2), Work Discipline (X3) on Employee Performance (Y).

DISCUSSION

Based on the results of linear regression analysis and hypothesis testing, it is known that the level of education, training, work discipline has a partial effect on the performance of forestry service employees in Makassar. This can be seen from the value of the regression results for Education Level 2.362 (positive), Training 1.974 (positive), Work Discipline 2.232 (positive) and the t-count value is greater than t-table, namely Education Level ($2.362 > 1.699$), Training ($1.974 > 1.699$), Work Discipline ($2.232 > 1.699$) and the significance value (Sig.) is smaller than the significance level, namely education level ($0.002 < 0.05$), training ($0.009 < 0.05$), work discipline ($0.004 < 0.05$). From these figures it shows that the level of education, training, work discipline has a partial (positive) effect on the performance of Forestry Service employees in Makassar. This means that if the level of education, training and work discipline increases, employee performance will increase. And vice versa, if the level of education, training, work discipline decreases, employee performance will also decrease.

The results of this study are in line with the theory according to Trahati (2015), education is an activity carried out by humans consciously and programmed in order to build a good personality and develop the abilities or talents that exist in human individuals in order to achieve certain goals or targets in life. According to Widodo (2015), training is a series of individual activities in systematically increasing skills and knowledge so that they are able to have professional performance in their field. Training is a learning process that enables employees to carry out current work according to standards. According to Mangkunegara (2013), work discipline is defined as the implementation of management to reinforce organizational guidelines. Sometimes, the behavior of workers in the organization becomes so disruptive that it results in decreased performance. According to Simanjuntak in Widodo (2015: 131) performance is the level of achievement of results for certain tasks carried out.

The results of this study are in line with an empirical study conducted by Research Irawaty (2017). The purpose of this study was to test and explain that education, training and financial compensation affect the performance of forestry extension officers both partially and simultaneously at the Forestry Service in Makassar. The research design is a survey with an explanatory research approach. Data collection was carried out in a cross-sectional manner using an instrument in the form of a questionnaire. The respondents of this study were all extension staff at the Forestry Service, totaling 33 people. The analytical tool used for hypothesis testing is Multivariate Regression Analysis (MRA).

The results showed that education, training and financial compensation either partially or simultaneously had a positive and significant effect on the performance of forestry extension officers. Thus it can be concluded that changes in education improvement, training and financial compensation that are reflected or prioritized in its implementation are the suitability of the last educational background as extension workers, the ability of trainers/instructors to provide training materials according to qualifications and generate motivation in training participants, as well as indirect financial compensation partially or simultaneously can make a positive and significant contribution in supporting the improvement of the performance of forestry extension workers in Makassar.

CONCLUSION

Based on this research, it can be explained that the level of education, training and work discipline have an effect either directly (partially) or simultaneously (simultaneously) on the performance of Forestry Service employees in Makassar. Another finding in this study is that the level of research has a very large influence on performance. With a good level of education it will provide a positive value in improving performance, this is indicated by the fact that many employees have a good level of education so that a series of work programs can be completed easily and quickly.

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